

€ TRAINING

Coaching and Mentoring





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Introduction:

This program is a comprehensive training program designed to provide participants with in-depth knowledge and practical skills in the fields of coaching and mentoring. Through a combination of theoretical learning, hands-on exercises, and real-world applications, participants will develop the expertise needed to become effective coaches and mentors in professional settings.

Program Objectives:

At the end of the program, the participants will be able to:

- Mastering Coaching and Mentoring Techniques.
- Building Strong Coaching and Mentoring Relationships.
- Providing Constructive Feedback and Support.
- Implementing Coaching and Mentoring Strategies.
- Evaluating and Enhancing Coaching and Mentoring Impact.

Targeted Audience:

- Managers and supervisors seeking to develop coaching and mentoring skills to support their team members.
- HR professionals responsible for implementing coaching and mentoring programs within their organizations.
- Experienced professionals interested in becoming coaches or mentors to guide others in their career development.
- Individuals looking to enhance their leadership capabilities through coaching and mentoring techniques.
- Organizations aiming to foster a culture of continuous learning and professional development through coaching and mentoring initiatives.

Program Outline:

Unit 1:

Foundations of Coaching and Mentoring:

- Understanding Coaching and Mentoring: Definitions and Key Differences.

- Benefits and Outcomes of Effective Coaching and Mentoring.
- Ethical Considerations and Confidentiality in Coaching and Mentoring Relationships.

Unit 2:

Establishing Effective Coaching and Mentoring Relationships:

- Building Trust and Rapport with Coaches and Mentees.
- Overcoming Common Challenges in Coaching and Mentoring Dynamics.
- Cultural Sensitivity and Diversity Considerations in Coaching and Mentoring.

Unit 3:

Providing Feedback and Support:

- Delivering Feedback with Empathy and Constructive Criticism.
- Addressing Resistance and Facilitating Behavior Change.
- Providing Ongoing Support for Continuous Improvement.

Unit 4:

Strategies for Organizational Impact:

- Integrating Coaching and Mentoring into Organizational Culture
- Measuring the Impact of Coaching and Mentoring Programs.
- Creating a Sustainable Framework for Ongoing Development.

Unit 5:

Evaluating and Enhancing Coaching and Mentoring Effectiveness:

- Assessing the Impact of Coaching and Mentoring Initiatives.
- Making Continuous Improvements for Maximum Effectiveness.